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**Essential insurance for
smart life planning**

State group universal life (GUL) insurance
Available to benefit-eligible active State of
Delaware and Delaware Solid Waste
Authority (DSWA) employees

Issued by Minnesota Life Insurance Company



Hello. Thank you for taking time to learn more about your State group universal life insurance plan, offered through Securian Financial, issued by Minnesota Life Insurance Company.

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Agenda

- Why State group universal life insurance?
- What are the benefits and what does it cover?
- How much does it cost?
- How to enroll
- Tools and resources

Today we will be covering:

- How State group universal life insurance fits into your overall financial protection plan.
- The benefits and coverage options,
- How much does it cost,
- As well as how to enroll and additional resources available to you.





No matter where you are in life, there are many reasons to consider life insurance and the amount you need may change as you age.

For example, a person may have student loans a parent co-signed on or credit card debt to pay off.


Someone who's married with grown children may need to plan for estate taxes or want to leave a legacy for their children or grandchildren.

Your loved ones may benefit from life insurance to cover medical bills, funeral costs and estate management expenses. Life insurance can help cover these costs, as well as your family's day-to-day obligations.



Prepare for the unexpected

- Protection during working years and beyond
- State group universal life (GUL) insurance is a form of life insurance which can be continued after active employment
- Cost-effective
- Optional cash value account



The primary purpose of State group universal life insurance (commonly referred to as GUL), which you may purchase through your employer, is to provide an extra level of financial protection during your working years and beyond.


This form of life insurance offers a cost-effective way to bulk up your coverage, when your family's expenses are at their highest and your need for financial protection against the unexpected loss of life and income is greatest. You can reduce your coverage as you age and have fewer financial commitments.


GUL provides the additional option of cash accumulation above the cost of the insurance via the cash value account. This accumulation grows on a tax-deferred basis.


You can take your coverage with you when you leave active employment. If you contribute to the cash value account, you can use those funds to help pay your premiums.




To start off, let's review your available insurance coverage options as well as the cost.

 **Your coverage options**


Employee GUL and accidental death & dismemberment (AD&D)*
Elect 1-6x base annual salary, to a maximum of \$350,000
(Rounded to the next higher \$10,000)
*Please note AD&D coverage terminates at age 70


Spouse term life
Elect \$10,000 or \$20,000


Child term life
Elect \$10,000 or \$20,000 per child
See Statewide Benefits Office website at de.gov/statewidebenefits for age limitations.

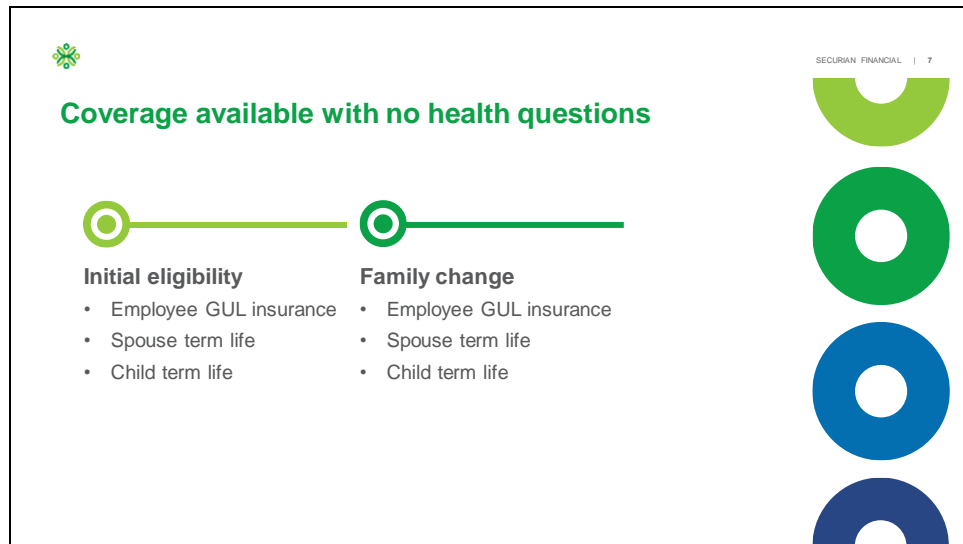
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You are eligible to purchase, through payroll deduction:

Employee GUL and accidental death and dismemberment (or AD&D), in increments of your salary, from 1 to 6 times your base annual salary, to a maximum of \$350,000. Your total coverage amount will be rounded to the next higher \$10,000. Please note that GUL coverage is available to employees only, and AD&D coverage terminates at age 70.

You are also able to purchase term life insurance for your spouse and children.

- Spouse term life insurance can be elected in the amount of \$10,000 or \$20,000. And finally, child term life insurance can be elected in the amount of \$10,000 or \$20,000 per child. Please see the Statewide Benefits Office website at de.gov/statewidebenefits for information regarding age limitations.
- Additionally, please note that if both parents are benefit eligible active employees, each may be insured as a spouse or elect child coverage as well.



There are certain times in which you can enroll for coverage without answering health questions.

Initial eligibility refers to the first time a person is eligible for coverage. For you, the employee, this is when you're hired and become eligible for benefits. You have a 90-day eligibility period to enroll in these benefits upon being newly hired. This period begins on the first day of employment in a benefit eligible position.

For your spouse, it's when you become eligible for benefits or within 31 days of a new marriage.

During initial eligibility, you can choose from the following coverage options and enroll without answering health questions.

- Employee GUL coverage may be elected by one to three times your base annual salary, up to a maximum of \$200,000.
- Spouse term life insurance can be elected in the amount of \$10,000 or \$20,000 in coverage.
- Child term life insurance can be elected in the amount of \$10,000 or \$20,000 in coverage.



Growing a family provides another opportunity to enroll for coverage without answering health questions. The following options are available to elect within 31 days of marriage, birth or adoption of a child.

- Existing employee GUL coverage may be increased by one times your base annual salary to two times or from two times to three times; provided the new total does not exceed three times your base annual salary or \$200,000.
- Spouse term life insurance can be elected in the amount of \$10,000 or \$20,000 in coverage.
- Child term life insurance can be elected in the amount of \$10,000 or \$20,000 in coverage.

Proof of good health is required for all GUL selections made outside of these eligibility periods.


Now, let's also take a look at your special opportunity to enroll in coverage without providing health questions during Open Enrollment.

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Special opportunity during 2023 Open Enrollment

- Enroll or increase your State group universal life insurance without providing proof of good health during Open Enrollment, **May 1 – 17, 2023.**
- No action is required if you do not wish to make changes, as your current coverage elections will continue and remain unchanged.



You have a special opportunity to enroll or increase your GUL insurance without providing proof of good health during Open Enrollment, May 1-17.

Please note that if you are currently enrolled in GUL insurance and do not wish to make any changes, no action is required as your current coverage elections will continue and remain unchanged.

Now, let's take a closer look into your Open Enrollment opportunity.



No health questions asked

During Open Enrollment:

- Employees **who are not** currently enrolled may elect employee coverage at **one times** your base annual salary, up to **\$200,000**.
- Employees **who are** currently enrolled at 1 or 2x their base annual salary can increase their coverage by **one times** their base annual salary, as long as it does not exceed **three times** your base annual salary or **\$200,000**, whichever is less.
- Can also add dependent term life insurance coverage.

During Open Enrollment, the following options are available to benefit-eligible active State of Delaware and DSWA employees without requiring proof of good health.

- Employees who are **not** currently enrolled in GUL coverage may elect employee coverage at **one times** their base annual salary, up to \$200,000.
- Employees **who are** currently enrolled at one or two times their base annual salary may elect to increase their employee coverage **one times** their base annual salary, as long as it does not exceed three times their base annual salary or \$200,000, whichever is less. If your multiple of salary takes you over \$200,000, you will be capped at \$200,000 unless you submit proof of good health to Securian Financial and are approved.
- GUL enrollees can also add dependent term life insurance coverage (such as a spouse or a child). Please note that proof of good health is required for all GUL enrollee dependent selections made outside of your 90-day initial eligibility period or after 31 days of a qualifying event, such as marriage or birth of a child.



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Who is **NOT ELIGIBLE** for the 2023 Open Enrollment Special Opportunity?



- Those who are not employed in an active benefit-eligible position with the State of Delaware or DSWA; **or**
- Those who were previously declined* GUL coverage by Securian Financial; **or**
- Those who are currently on a Leave of Absence from work; **or**
- Current GUL participants enrolled at three*, four*, five* or six times their base annual salary; **or**
- Current GUL participants with greater than \$200,000 coverage*

*These individuals can apply for or increase their GUL coverage anytime throughout the year; however, they would be required to submit proof of good health to Securian Financial for approval.

The following information includes a list of ways that an employee may not be eligible for the Open Enrollment Special Opportunity:

- Those who are **not** employed in an active benefit eligible position with the State of Delaware or DSWA; or
- Those who were **previously declined*** GUL coverage by Securian Financial; or
- Those who are currently on a Leave of Absence from work; or
- Current GUL participants enrolled at three*, four*, five* or six times their base annual salary; or
- Current GUL participants with greater than \$200,000 coverage*



*Please note that these individuals can apply for GUL coverage or increase their GUL coverage anytime throughout the year. However, they would be required to submit proof of good health to Securian Financial for approval.



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Proof of good health

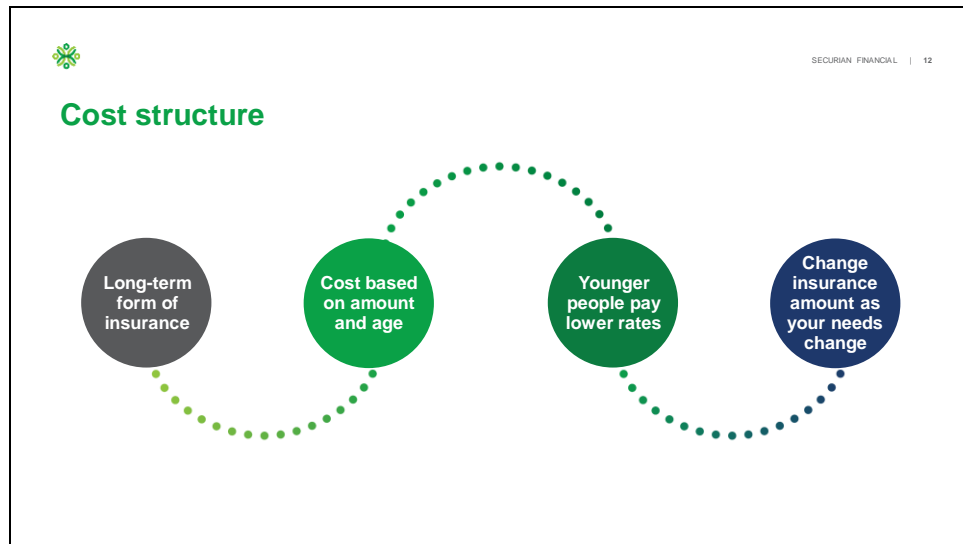
- Three health questions
- Height vs. Weight ratio
- No loss of existing coverage



Please don't shy away from applying for more than the guaranteed amount in order to better protect your family as proof of good health is a simple process.

You'll be asked three health questions, along with your height and weight. Questions are completed online. Based on these answers, it will be determined whether anything further is needed to make a decision to approve or decline the application.


For coverage amounts requiring additional underwriting, if it becomes approved, it will be in place on the approval date – whichever comes last. If your proof of good health is denied for any reason, you will not lose any current coverage or guaranteed coverage and your rates will not go up. However, all future coverage increases will require proof of good health.



For the coverage that you elect, the rates you pay are reflective of the cost to insure you – meaning your rates will increase with age. Typically, you will experience a rate increase every five years – when your new age ends in zero or five.

You may decide to increase your life insurance coverage when you're growing a family – and decrease it later as your financial obligations lessen.

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 Cost scenarios SECURIAN FINANCIAL 13				
Total monthly cost (based on \$150,000 in employee coverage)				
Employee, age 30 elects the following:				
Coverage	Employee	Spouse (\$10,000)	Child(ren) (\$10,000)	Total monthly premium
Monthly cost	\$9.15	\$3.45	\$1.30	\$13.90
Employee, age 40 elects the following:				
Coverage	Employee	Spouse (\$20,000)	Child(ren) (\$10,000)	Total monthly premium
Monthly cost	\$15.15	\$7.90	\$1.30	\$24.35
Employee, age 50 elects the following:				
Coverage	Employee	Spouse (\$10,000)	Child(ren) (\$20,000)	Total monthly premium
Monthly cost	\$38.85	\$3.45	\$2.60	\$44.90
Employee, age 60 elects the following:				
Coverage	Employee	Spouse (\$10,000)	Child(ren) (\$10,000)	Total monthly premium
Monthly cost	\$94.80	\$3.45	\$1.30	\$99.55
Rates are subject to change.				


Let's review a few cost scenarios for monthly rates based on \$150,000 of GUL with AD&D coverage for an employee based on age, as well as coverage for your dependents.


The cost for child coverage does not increase with age. It's \$1.30 for \$10,000 of coverage and \$2.60 for \$20,000. And this monthly rate covers all eligible children; it is not per child.

Your cost for coverage is after tax and will be paid through the convenience of bi-weekly payroll deductions.

Here is an example of the cost for a 30-year-old employee with spouse and child coverage.

Also, here is what that cost looks like at age 40, 50, and 60, considering the rate increased with age for employees.



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Cash value account: what is it?

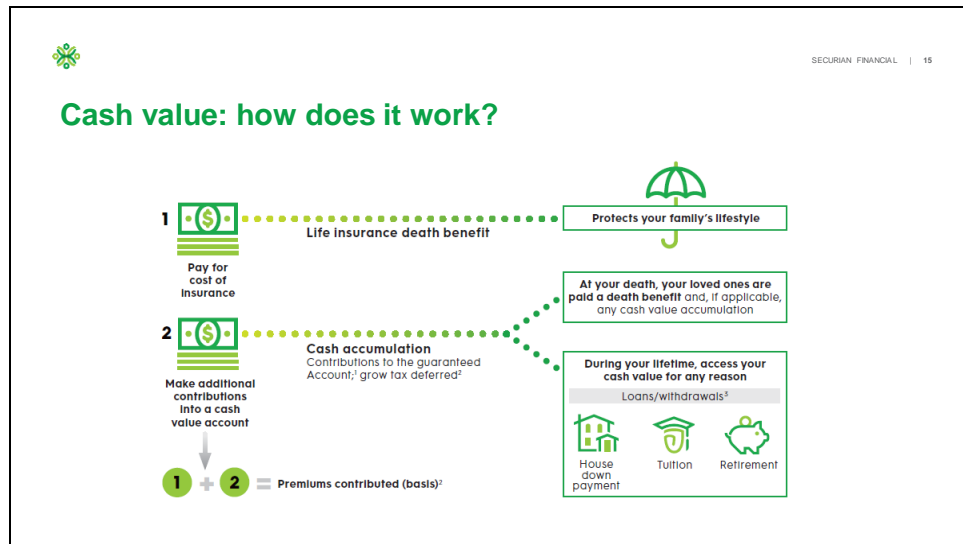
- Invest beyond the cost of your insurance
- Contributions earn interest that is guaranteed not to be less than **4%**
- Interest earned on your account can be paid on a tax-free basis if certain plan and tax rules are followed
- Contribute to the cash value account via lump sum deposits or through payroll deduction

*The guarantees for the guaranteed account are based on the financial strength and claims-paying ability of Minnesota Life Insurance Company.

Now that you understand the insurance portion of GUL, let's talk about how the cash accumulation portion works.

You have the option to make additional contributions, or an investment, above the cost of insurance into the cash accumulation account. The contributions in this account earn interest that is guaranteed not to be less than 4%. You don't have to pay taxes on the money you earn until a later date, this is called tax-deferred growth.

If you choose to contribute to the additional funds above the cost of insurance, you may do so through payroll deduction or in lump sum deposits. You also may start or stop the contributions at any time. Please know that there is a premium tax charged each time you contribute to the cash value account of 3%. For example, if you contribute \$100 to the cash value account, \$97.00 will be credited to the account.





The money accumulated in the cash value account can be used to meet long-term financial opportunities and obligations.

You can choose to leave the additional cash value in with the Life Insurance policy which increases the death benefit amount your beneficiary will receive. The cash value can also be used to pay your premiums when you are no longer an active employee.


The money accumulated is also accessible through loans and/or withdrawals to help pay for life expenses such as a home down payment, tuition and retirement. Please know that loans and withdrawals reduce both the policy cash value and death benefit.

The death benefit is not taxed when it's paid to your beneficiary, or beneficiaries.



Take your coverage with you


- **No proof of good health required:** Coverage that you have as an active employee will automatically continue for employees:
 - Hired prior to July 1, 2015, at 50% of your GUL coverage amount
 - Hired on or after July 1, 2015, at 100% of your GUL coverage amount
 - You can reduce coverage at your discretion.
- **Continuation:** Securian Financial will bill you directly.
- **Rates:** The premium you pay will be higher than what active employees pay but will remain competitive.
- **Coverage:** Terminates at age 100.




GUL also offers the opportunity to seamlessly continue your coverage beyond your active employment without providing proof of good health. If you are no longer employed in a benefit eligible position, you and your dependents may take advantage of continuation options. Check with your employer for more information regarding options available to you.

Securian Financial will bill you directly for the premiums after your termination is processed. Please note that premiums may be higher than those paid by active employees. If payment is not received, premiums for the cost of insurance will be automatically deducted from funds in your cash value account, if any.

Lastly, your coverage will terminate at age 100.

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How to enroll and/or make a change



Enroll online
State of Delaware and DSWA Employees


Visit de.gov/statewidebenefits:

- Select your group.
- Choose "Life Insurance".



Select "Enroll or Make Changes"

for instructions on navigating to Securian's portal to access Benefit Scout® and enroll/make changes.




Don't forget to keep you beneficiary designations up to date.


When you are ready to elect coverage, you'll make elections or changes online. If you are a State of Delaware or DSWA employee, please visit de.gov/statewidebenefits and select your group. From there, choose "Life Insurance" and select "Enroll or Make Changes" for instructions on navigating to Securian's portal to access Benefit Scout and to enroll or make changes.

Don't forget to keep your beneficiary designations up to date as well to ensure any benefit is paid according to your wishes and without delay.




Now that we have highlighted the coverage options and how to enroll, we will move on to the additional resources available.




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Additional resources



Benefit Scout®
LifeBenefits.com/stateofdelaware



Questions?
Contact Securian Financial at 1-877-215-1489
or email LifeBenefits@securian.com

Benefit Scout® is an online decision-making tool designed seamlessly integrated into your enrollment site, LifeBenefits, to help you understand and make decisions about your insurance products offered by Securian Financial.

If you have additional questions or would like to learn more about your coverage options, please contact Securian Financial at 1-877-215-1489, or email us at LifeBenefits@securian.com.

This is a summary of plan provisions related to the insurance policy issued by Minnesota Life Insurance Company to the State of Delaware. In the event of a conflict between this summary and the policy and/or certificate, the policy and/or certificate shall dictate the insurance provisions, exclusions, all limitations and terms of coverage. All elections or increases are subject to the actively at work requirement of the policy for employees and the hospitalization confinement provision for dependents.

This information is a general discussion of the relevant federal tax laws provided to promote ideas that may benefit a taxpayer. It is not intended for, nor can it be used by any taxpayer for the purpose of avoiding federal tax penalties. Taxpayers should seek the advice of their own advisors regarding any tax and legal issues specific to their situation. Products are offered under policy form series 0030252.

Insurance products are issued by Minnesota Life Insurance Company in all states except New York. In New York, products are issued by Securian Life Insurance Company, a New York authorized insurer. Minnesota Life is not an authorized New York insurer and does not do insurance business in New York. Both companies are headquartered in St. Paul, MN. Product availability and features may vary by state. Each insurer is solely responsible for the financial obligations under the policies or contracts it issues. Securities offered through Securian Financial Services, Inc., member FINRA/SIPC, 400 Robert Street North, St. Paul, MN 55101-2098, 1-800-820-4205.

Securian Financial is the marketing name for Securian Financial Group, Inc., and its subsidiaries. Minnesota Life Insurance Company is a subsidiary of Securian Financial Group, Inc.

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